



The Health Care Personnel Shortage Task Force - Update

**Presentation to the
Higher Education Coordinating Board
December 15, 2005**

Presenter

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<http://www.wtb.wa>





The Health Care Personnel Shortage Task Force

- The Workforce Board convened health care stakeholders to examine the shortages of health care personnel starting in 2001. Following direction from legislative leaders a Task Force was formed in 2002.
- The Task Force published a state plan with **40 strategies and 16 outcome measures** in January 2003: **“Crisis or Opportunity?”**
- **2003 Legislation**, Engrossed Substitute House Bill (ESHB) 1852 requests the Workforce Board to continue to convene stakeholders and **report progress** annually. (*Annual Reports: Progress 2003, Progress 2004, Progress 2005 - forthcoming*)



Who is on the Task Force?

- * Michele Johnson, Chair (Chancellor- Pierce Colleges)
- * Bill Gray, Vice Chair (Dean - WSU Spokane)
- * Washington State Hospital Association
- * Washington State Nurses Association
- * Higher Education Coordinating Board
- * State Board for Community and Technical Colleges
- * Office of Superintendent of Public Instruction
- * Assoc. of Washington Public Hospital Districts
- * Workforce Board (WTECB)
- * Service Employees International Union (Allied Health)
- * United Food and Commercial Workers Union (Allied Health)
- * Migrant and Community Health
- * WA Dental Association
- * WA State Medical Assoc.
- * Allied Health
- * Group Health Cooperative
- * Department of Health
- * Rural Health
- * Long-Term Care
- * State Board of Health



Shortages: Current Status

Shortages Continue

- 2005 job vacancy survey reported over 11,340 vacancies in health (Up from 8,200)
- Over 8,900 are for jobs that require postsecondary preparation
- Employers still report difficulty finding personnel



2005 Hospital Survey

➤ Over 80 percent of hospitals report 'very difficult' or 'somewhat difficult' to recruit:

- ❖ Nuclear medical technologists
- ❖ Ultrasound technologists
- ❖ Radiation therapy technologists
- ❖ Specialized radiology technologists
- ❖ Pharmacists
- ❖ Physical therapists
- ❖ Occupational therapists
- ❖ Staff nurses (registered nurses)
- ❖ Advanced practice nurses
- ❖ Respiratory therapists
- ❖ Medical records coders

Hospitals employ 37 percent of health care personnel



Demand/ Supply Gap Analysis

➤ Gap analysis can be completed for select occupations where data available is sufficient:

- ❖ 520 more registered nurses each year than are currently prepared for the workforce
- ❖ 80 more dentists each year than are currently prepared for the workforce
- ❖ 70 more physical therapists each year than are currently prepared for the workforce
- ❖ 40 more occupational therapists each year than are currently prepared for the workforce
- ❖ 40 more occupational therapists each year than are currently prepared for the workforce

Source: Workforce Board analysis based on labor market information including forecast job growth. Data applicable for 2002 through 2012. Please note that as supply changes, forecasts change over time.



Contributing factors

- ❖ Aging population: People over 65 in Washington will number 1.2 million by 2020:
 - People over 65 need more health care
 - More health care workers are retiring
- ❖ Bottlenecks in education programs continue
- ❖ Recruitment: Career image and awareness of opportunities
- ❖ Retention: Training for incumbent workers, burnout



"Crisis or Opportunity?"

State Plan for Addressing Shortages

6 Goals:

1. Increase educational capacity & efficiency in health care education and training programs to enable more people to gain qualifications to work in health care occupations.
2. Recruit more individuals, especially targeted populations into health care occupations, and promote adequate preparation prior to entry.
3. Develop a data collection and analysis system to assess health workforce supply and demand.



The strategy for creating an adequate supply of health care personnel

6 Goals (continued...):

4. **Retain** current health care workers.
5. **Enable local communities** to implement strategies to alleviate the health care personnel shortages in their areas.
6. Develop a mechanism to **ensure continued collaboration** among stakeholders, **track progress**, **create accountability** for fulfilling this plan, and to **plan** for future health workforce needs.



Progress Overview

- ✓ Expanded educational capacity
- ✓ Legislative action to address barriers
- ✓ Recruitment initiatives
- ✓ Retention initiatives
- ✓ Data development
- ✓ Health skill panel achievements



Expanded Educational Capacity

➤ Since 2003 about **\$15.45 million** in state appropriated funds has been directed toward expanding capacity in health care education and training programs:

- ✓ High Demand funds
- ✓ Workforce development funds

➤ This does not include other funds to expand capacity: local workforce development council funds leveraged federal grants, and private contributions via health skill panels

➤ Hospitals contributed \$18 million in 2003

It is estimated that capacity will expanded by at least **2,230 FTE's**.



Expanded Educational Capacity: High-Demand Funds

Baccalaureate Institution / Program	03-05
UW, Bachelors of Science in Nursing (32 FTEs)	\$456,000
WSU, Bachelors of Science in Nursing (98 FTEs)	\$1,652,000
CWU, Safety & Health Management (12 FTEs)	\$168,000
EWU, Doctorate of Physical Therapy (8 FTEs)	\$96,000
EWU, Bachelor of Science Dental Hygiene (14 FTEs)	\$102,000
UW, Doctor of Pharmacy (10 FTEs)	\$113,000
WSU, Pharmacy (46 FTEs)	\$929,000
WSU, Pre-Science/Pre-Health Science (30 FTEs)	\$268,130
Total ongoing FTEs = 245	Total \$3,780,000

No funds allocated at the four-year level for 2005-2007.



Expanded Educational Capacity: High-Demand Funds

Community and Technical Colleges: Bates, Bellevue, Bellingham (with Skagit/Whatcom), Clover Park with Pierce-Puyallup, Big Bend, Centralia, Clark, Columbia Basin, Everett, Grays Harbor, Lower Columbia, Olympic, Pierce-Ft Steilacoom, Peninsula, Renton, Seattle District, Spokane, Tacoma.

Programs: Associate Degree Nurse, Practical Nurse, Medical Informatics, Dental Hygiene, and other allied health programs.

- **High-Demand Funds 2003-2005:** \$3,124,000
- **High-Demand Funds 2005-2007:** \$2,088,000
- **Total ongoing FTEs: 546**



Other Education Initiatives

- SBCTC named Yakima Valley Community College a **Center of Excellence in Allied Health**: leader, innovator, statewide resource
- ❖ Developed **core curricula** in allied health
- ❖ Holds statewide meetings for allied health faculty; leader for **teaching the distance learning teacher** best methods for instruction in distance learning for allied health
- Clinical Site Coordination: Pierce County/ Puget Sound, Spokane, and Northwest consortiums



Legislative Highlights 2004

- ✓ Removing barriers to entry: Engrossed Substitute Senate Bill 6554 eliminates barriers to credentialing for some high-demand occupations, such as registered nurses and dental hygienists
- ✓ Improving articulation: Substitute House Bill 2382 directed the Higher Education Coordinating Board and two- and four-year institutions to develop transfer associate degrees in specific majors, including nursing
- ✓ Increasing diversity: Senate Concurrent Resolution 8419 creates a Joint Select Committee on Health Disparities included considering ways to increase people of color in the health care workforce, among other objectives



Legislative Highlights 2003

- ✓ Improving recruitment: Substitute House Bill 1189 allowed hospital districts to **reimburse employees for education and training**, and for travel to interviews
- ✓ Improving recruitment: Substitute Senate Bill 5966 **reduced barriers for dentists** from other states to practice in Washington
- ✓ Monitoring progress: Engrossed Substitute House Bill 1852 required the Workforce Board to continue to **convene health care workforce stakeholders**, and **report progress annually**



Recruitment Initiatives

- ✓ 2004 Legislature increased biennial funding for the **health scholarship and loan repayment** program from \$4 million to \$6 million
- ✓ Washington's **\$3 million federal award** for surpassing performance targets for workforce development programs has been utilized by Workforce Development Councils, in partnership with community and technical colleges and K-12, **to fund health career workshops for youth, scholarships for students,** and other recruitment programs
- ✓ Yakima Valley Community College, a Center of Excellence in Allied Health is establishing **a statewide health careers website aimed at youth** following Task Force subcommittee recommendations



Retention Initiatives

- ✓ Incumbent worker training: Employment Security grants, federal grants: H1-B, Nursing Reinvestment Act, federal high demand funds
- ✓ Workplace career specialists
- ✓ Revolving funds for tuition for incumbent workers
- ✓ Washington Health Foundation: \$1 million dollar grant supported 7 projects in hospitals to improve nursing retention
- ✓ Skill panels sponsoring workshops; statewide nurse retention conferences



Data Project for Targeting Resources

- ✓ The Workforce Board, in partnership with the Department of Health, contracted with the Social and Economic Science Research Center (SESRC) at Washington State University to assess available health care workforce data, determine gaps, and recommend a coordinated method for collection and maintenance
- ✓ The Task Force recommends collection of data on the supply of health care personnel, every two years, to all licensed health care practitioners (see 2006 priorities)
- ✓ The Workforce Board submitted a budget request to support this priority



Health Skill Panels

- ✓ All 12 workforce development areas have local health skill panels consisting of local health care employers, labor and education representatives, convened by Workforce Development Councils
- ✓ Since 2002 skill panels have leveraged \$1.2 million federal dollars allocated by the Governor to raise over \$36 million dollars in other public and private funding to implement local priorities for addressing health care personnel shortages



Health Skill Panels

- ✓ Pacific Mountain: Working with the military and the state nursing commission to recognize military training in the civilian health care work force
- ✓ Benton-Franklin: Provides health careers information to youth via *healthcarework.org*, in 2004 provided health summer camps for youth that included work-based learning and career decision-making support
- ✓ Olympic: Sponsored workshops on site at hospitals for 100 math and science teachers - provided context examples for using math and science in a health care setting; health careers camp for 30 high school students



Health Skill Panels

- ✓ Tacoma-Pierce: Developed first-in-the-nation apprenticeship programs for health unit coordinator, computed tomography, and magnetic resonance imaging, created a satellite invasive cardiovascular technologist program; created nursing residency programs
- ✓ Eastern (7 counties): Sponsored health careers fairs for high school students; creating a health careers website
- ✓ Seattle-King: Youth nurse ladder program; Careers pathways program assists incumbent workers to move up the career ladder; developed a workplace literacy program customized to meet employer and incumbent worker needs



Health Skill Panels

- ✓ North Central: Working with long-term care providers to build Nursing Assistant preparation and certification programs into school district careers pathway programs; provided \$50,000 in financial aid for 16 of 32 new nursing students
- ✓ Northwest: Received Governor's Best Practice Award in Workforce Development for work with school districts and colleges to recruit youth into health care programs; 200 middle and high school students attended health camps, 58 low-income and at-risk youth participated in internships, over 620 middle and high school students have participated in health careers fairs



Health Skill Panels

- ✓ Snohomish: Developed articulation tool to assist students to transfer between nursing programs; provided incumbent worker training; provided program that connected health care employers and WorkSource staff
- ✓ Southwest WA: mapped educational needs for health care programs – faculty, pre-requisites, waiting lists; worked with the skills center and school district to expand health care careers pathways in K-12; hired a WorkSource career specialist at hospitals to assist incumbent workers achieve educational goals



Health Skill Panels

- ✓ Tri-County: supported Farm Workers Clinic program to develop health careers pathways in K-12; hired a workSource career specialist at Yakima Valley Memorial Hospital to connect incumbent workers with educational opportunities; Senior Project seminar to be offered to 40 students on-site at the hospital; scholarships
- ✓ Spokane: Increased clinical site availability by 20% through coordination; identified nursing specialty programs needed; reduced pre-requisite waiting lists in anatomy and physiology



Ad Hoc Committees

- ✓ **Core curricula committee:** Examined core curricula in health care programs in other states, and Yakima Valley Community College Washington's allied health core curricula. SBCTC will work with the colleges to expand articulation of the core
- ✓ **Faculty committees for nursing and allied health:** Examined national current local initiative; Made further recommendations for improving recruitment, retention, and diversity of faculty
- ✓ **Website committee:** Examined youth website in other states, Michigan's found to be a good model, Yakima Valley Community College with assistance from other partners will coordinate the development of this site



2006 Task Force Priorities

- Collect data on health workforce supply. This is critical to guide cost effective workforce planning (budget appropriation needed)
- Provide funds to health care education and training programs to expand capacity and allow for the higher costs of providing these programs (support budget requests)
- Increase availability, diversity, and retention of health care faculty in high demand health care programs that have difficulty recruiting faculty (support school programs to increase recruitment and retention and budget requests)



Task Force 2006 Priorities (continued...)

- Provide health career exploration and adequately prepare youth for postsecondary health care programs ([more health programs in high schools, work-based learning, youth website](#))
- Increase efficiency in health care education and training programs ([expand Yakima Valley Community College's core curricula in allied health to other colleges and programs](#))
- Enable local areas to address their priority shortages ([support budget request for skill panels](#))



For publications and other information go to the Task Force web page at:

<http://www.wtb.wa.gov/healthcaredtaskforce2.html>

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